think exam

Candidate Employability Report

Rahul Chauhan

Assessment Date : 10 April 2019

India's Largest Employability Skill Test Endorsed By
Industry And Academia

CERTIFICATE OF CANDIDATE

think exam

Certificate of Employability

This Certificate is Proudly Presented to

Rahul Chauhan

for Successfully Completing The Employability Assessment
on "10 April 2019"

According to his scores, Rahul Chauhan is employable for the following job profiles and is strongly recommended
to be considered for job opportunities in these profiles

Technical Operations

Design Engineer
Associate - ITES Operations(Hardware and Networking)

Non-technical Jobs

Busines Analyst
Creative Content Developer

Certified

Ankit Khandelwal
Head of Customer Certifications

PURPOSE OF REPORT

The purpose of this report is to give a feedback to candidate to check about the employability and achievements in terms of knowedge/skills.

Feedback is an essential element in assuring any candidates growth progress. The important fact is that the feedback given, make or break the will to develop life long Learning skills. Great assessment feedback report may develop the sprit to excel and grow in many ways they tdidn't know they could. Proper feedback must be inspiring. It should make our candidates feel good about their strengths and positive factors and create an enthusiasm to achieve big.

This report explains and give a broad view on all the aspects related to the employability skills of the candidate.This report contain scores and feedback which have been constructed after assessment and considering the feedback of industry experts.
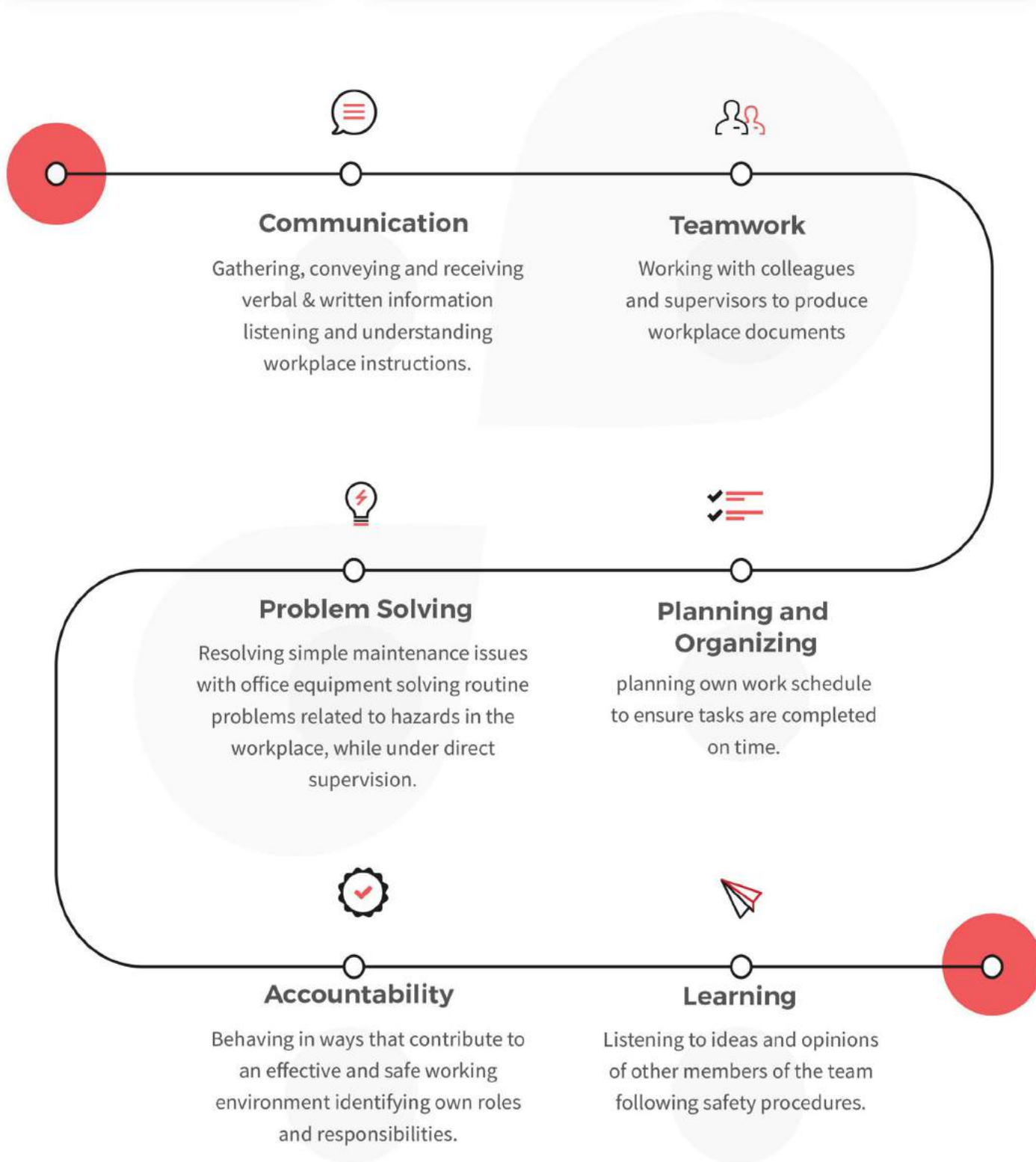
So, through this report we are trying to explain and show a candidate about the right position of employment skills which in turn creates a concern in his mind about the practice he need to do and wish to start hard work from that point of time to increase his/her employment skills.

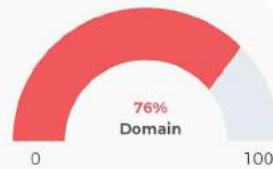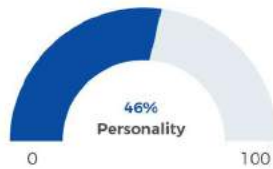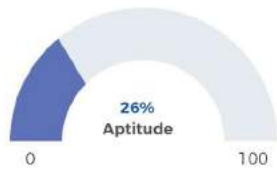# ASSESSMENT'S CRITERIA & EMPLOYABILITY OVERVIEW

Aptitude	Domain	Personality

Communication

Gathering, conveying and receiving verbal & written information listening and understanding workplace instructions.

Teamwork

Working with colleagues and supervisors to produce workplace documents

Problem Solving

Resolving simple maintenance issues with office equipment solving routine problems related to hazards in the workplace, while under direct supervision.

Planning and Organizing

planning own work schedule to ensure tasks are completed on time.

Accountability

Behaving in ways that contribute to an effective and safe working environment identifying own roles and responsibilities.

Learning

Listening to ideas and opinions of other members of the team following safety procedures.

EXECUTIVE SUMMARY

👍 Recommendation:

26%
Aptitude
0   100

46%
Personality
0   100

76%
Domain
0   100

Strengths:

1. Process Orientation: Likely to adhere to the rules and regulations placed by the organization carefully and carry out tasks following the established procedures.
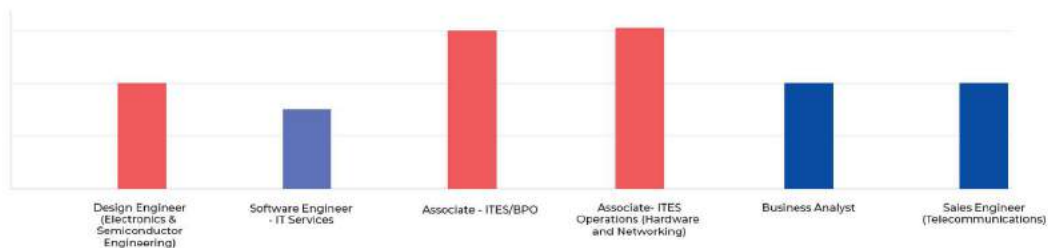
2. Accountability: Likely to hold oneself accountable and accept responsibility for one's actions and decisions.
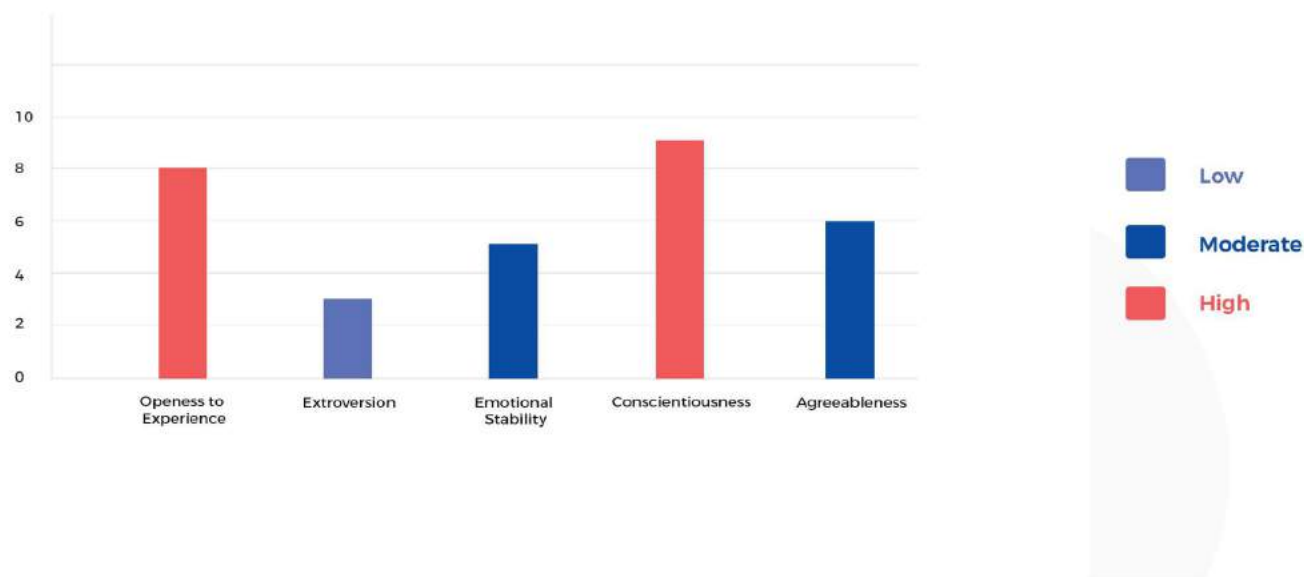
Areas of Development:

1. Team Work: Needs to display a higher level of initiative, and should more often try to look for areas where one can contribute without being asked.

2. Innovation: Learn to have a more innovative approach to ones work, working towards driving more novel and original methods at the workplace.

Your job Fitment

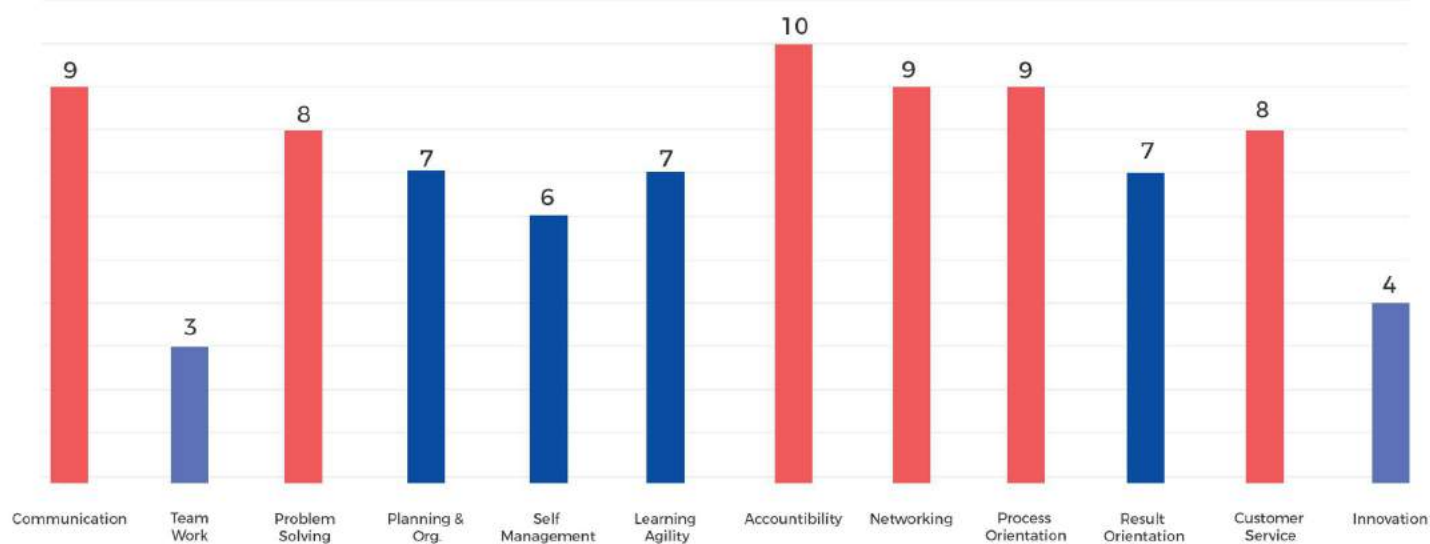| Design Engineer (Electronics & Semiconductor Engineering)	Software Engineer - IT Services	Associate - ITES/BPO	Associate- ITES Operations (Hardware and Networking)	Business Analyst	Sales Engineer (Telecommunications)

PERSONALITY TRAITS ANALYSIS

Legend:
- Low
- Moderate
- High

Bar chart (sten scores):
- Openess to Experience: 8 (High)
- Extroversion: 3 (Low)
- Emotional Stability: 5 (Moderate)
- Conscientiousness: 9 (High)
- Agreeableness: 6 (Moderate)

COMPETENCY ANALYSIS

Values shown in above chart are sten scores

Legend:
- Low
- Moderate
- High

Bar chart (sten scores):
- Communication: 9 (High)
- Team Work: 3 (Low)
- Problem Solving: 8 (High)
- Planning & Org.: 7 (Moderate)
- Self Management: 6 (Moderate)
- Learning Agility: 7 (Moderate)
- Accountibility: 10 (High)
- Networking: 9 (High)
- Process Orientation: 9 (High)
- Result Orientation: 7 (Moderate)
- Customer Service: 8 (High)
- Innovation: 4 (Low)

PERSONALIZE FEEDBACK

Process Orientation:

low   Medium   high

Likely to be aware of established systems and processes governing the organization. May be able to adhere to the rules andregulations placed by the organization and may be able to carry out tasks following the given instructions and directions. Likely tounderstand the importance of following standard guidelines and operating procedures in a workplace to ensure the consistency of work.

Accountability:

low   Medium   high

Likely to take responsibility for one's own actions and decisions. Likely to take one's duties and responsibilities seriously. May be ableto understand one's mistakes and may rectify them immediately. Likely to hold oneself or others accountable to complete theassigned task and may execute one's work without seeking any guidance from others.

Team Work

low   Medium   high

Needs to display a higher level of initiative, and should more often try to look for areas where one can contribute without being asked.

Innovation & Creativity

low   Medium   high

Learn to have a more innovative approach to ones work, working towards driving more novel and original methods at the workplace.

How to Develop on Team Work?

Trainings to Attend

- It's all about us, a training built on the principles of Deniel Goldman's Emotional Intelligence

Books to Read

- Emotional Intelligence 2.0 - by Danial Goldman

- 7 habbits of highly effective people - by Stephen R Covey

- Crucial Conversations: Tools for talking When Stakes Are High - by Kerry Patterson, Joseph Grenny, Ron Mcmillan, Al Switzler

- Dealing with difficult people : how to deal with nasty customers, demanding bosses and annoying co-worked - by Cava R.

Self - Initiated Action

- Make peace with someone you have disappointed or don't get along with very well.

- Create a voluntary team involving people on any activity - hobby or work related project. In a voluntary group, people usually belong together for 3 reasons a) fulfills a social needs like identity b) helps achieve shared goals by informing and helping each other c) gives emotional support.

- Identify roles inside your division not only by job type but by roles like who is a
a) leader who shapes the ideas b) process manager c) innovator who challenges new d) evaluator who analyzes e) finisher who is deadline focused f) work organizer who turns plans into procedures g) internal negotiator who maintains relationship h) external negotiator who scans resources and contacts for deal making i) clowns who manages stres.

- Problems focused communication - explain your thinking and ask other to explain theirs. Generate together possibilities rather than criticizing. Keep speaking to 30-60 second bursts. Ask more questions and make few statements.

- Establish with your team members norms of behavior with each other and write them down

How to Develop yourself in Innovation & Creativity?

Trainings to Attend

- Management process re-engineering

- Innovation and creativity

Books to Read

- Think! Before it's To late - by Edward de Bono

- The innovators DNA - by Jeff Dyer, Hal Gregersen & Clayton M. Christensen

- Six Thinking Hats - by Edward de Bono

- Thinking creatively at work - a sourcebook by D'Cruz
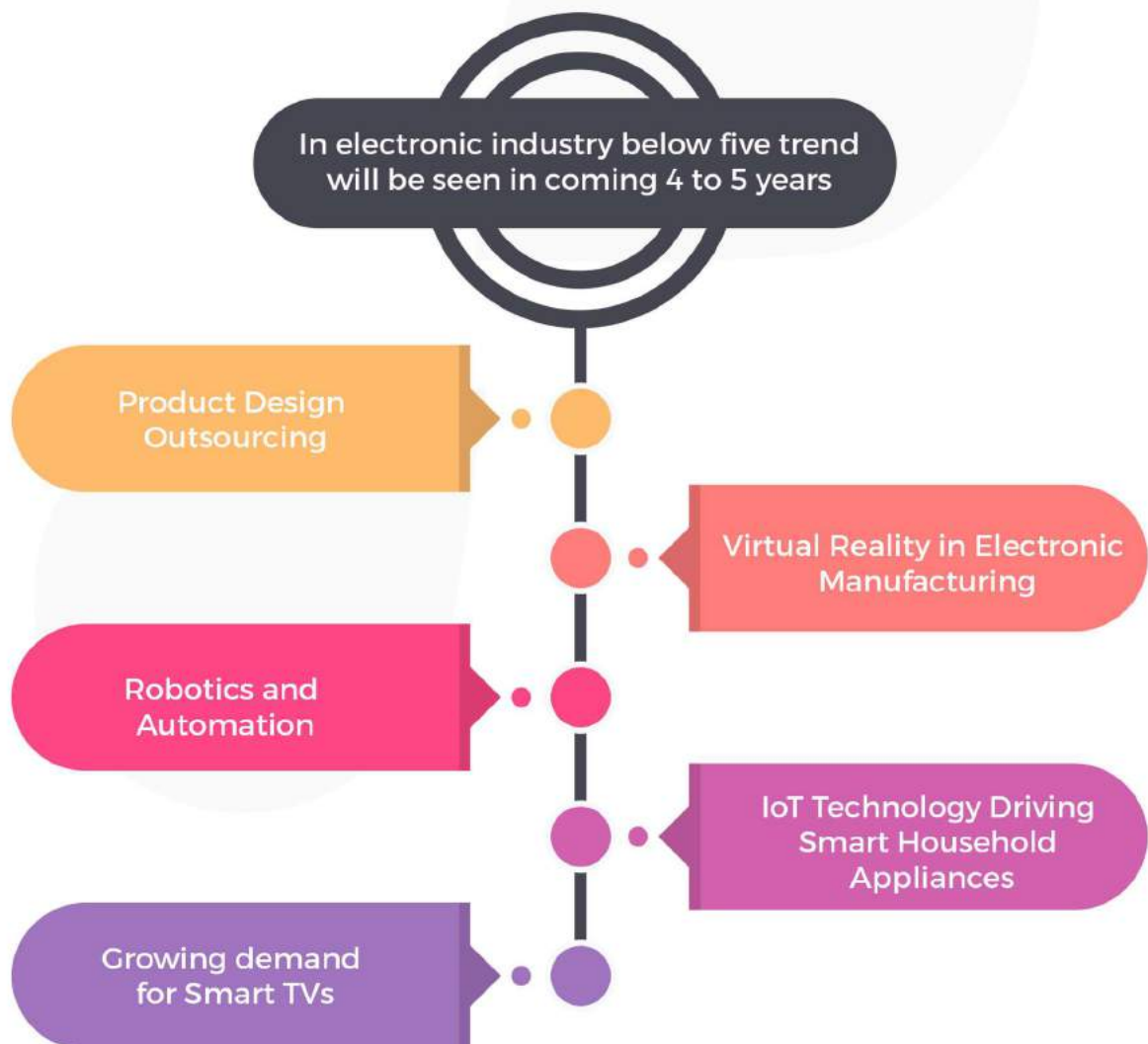
Self - Initiated Action

- Carve out dedicated time: getting fresh idea is not a speed-boating exercise and requires looking deeply. Study in depth, look for parallels in other companies and in remote areas outside your field.

- Think it loud-many people don't know till they talk it loud. Talk to an expert in an unrelated field and probably the most irreverent person you know as a sounding board on any aspect of your work (to solve an issue or improve it or completely change it).

- Brainstorm in a group on any area/topic and don't judge ideas. Just capture them

- Take on a tough and undoable project, one where others have tried and failed.

JOB ROLES FOR YOUR PROFILE

Category	Feedback
Design Engineer (Electronics & Semiconductor Engineering)	These companies look for good aptitude skills i.e. good scores in English, Logical and Quant section along with high scores in the domain of your engineering. You have to work hard in Telecommunications
Software Engineer - IT Services	These companies are basically looking for good English and Logical skills with average Quantitative ability. You have to work hard in Quantitative Ability.
Associate - ITES/BPO	These companies look for candidates proficient in English with average Logical and Quantitative abilities.
Associate- ITES Operations (Hardware and Networking)	These companies are basically looking for candidates with good English and average Logical abilities.
Business Analyst	These companies look for candidates having proficiency in English with good Quantitative and Reasoning abilities.
Sales Engineer (Telecommunications)	These companies look for candidates to have good knowledge of the domain in which they would be handling sales. A command over the English language and decent Quant and reasoning skills are also required. You have to work hard in Quantitative Ability.

WHAT CORPORATE SPEAKS

Since the time the "electronic revolution" hit the telecommunication industry, the competition in the field has exponentially increased leading to furious investment and innovation, helping to give rise to the digital economy. The digital economy supported the development of many electronic appliances such as smart phones, watches, TVs, refrigerators, security systems, and of course, environmentally friendly electric vehicles.

In electronic industry below five trend will be seen in coming 4 to 5 years

Product Design Outsourcing

Virtual Reality in Electronic Manufacturing

Robotics and Automation

IoT Technology Driving Smart Household Appliances

Growing demand for Smart TVs

We wish you best of luck in improving your employability skills and hope the feedback report will work like improvement tonic to boost up your employment skills.

Goodluck……

In case of any queries please feel free to write us on abc@gingerwebs.com